



CENTRAL INTELLIGENCE AGENCY

Office of External Affairs
Washington, D. C. 20505

[Redacted]

TO: Miss Connie Hilliard
Senate Republican Policy Committee
333 Russell Senate Office Building
Washington, D.C. 20510

Per your request, enclosed is our
available information on minority hiring
practices.

We hope it will be helpful to you.

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Legislative Liaison Division

Enclosures

FORM 3-79 1533 OBSOLETE
PREVIOUS EDITIONS.

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The Agency attained its highest level ever of minority hires in fiscal year 1982. Although this is commendable, it represents only 11.5% of the total hires for the Agency in FY1982. The percentage includes 8.4% Blacks, 1.8% Hispanics, and 1.3% Asian-Pacific Americans.

In an effort to improve this situation, particularly in the professional ranks, the Office of Equal Employment Opportunity during the past year attended 10 national minority conventions and recruited minorities at over 40 major university campuses. Time requirements for security processing make it impossible to evaluate the results of these efforts at this time. We do know, however, that at present there are some 290 minority professional applicants, including 175 Blacks, in process.

The Agency also has funded a Summer Fellowship Program for 1983; the National Urban League did not fund this activity this year. We have received 33 applications for these summer positions and expect to employ about 20 Fellows in 1983. This is more than double the nine employed in 1982. These Summer Fellows are professors or instructors from Historically Black Colleges and Universities in the U.S.

Women and Minorities as Percent of Workforce

Employees—All Grades

	1980		1981		1982	
	Govt	CIA	Govt	CIA	Govt	CIA
Women	45.1	34.6	45.9	35.7	NA	36.7
Blacks	14.5	8.0	14.8	8.2	"	8.2
Hispanics	3.6	1.5	3.8	1.5	"	1.6
Asian-Americans	1.3	1.3	1.5	1.3	"	1.3

Employees—GS-9 and Above

Women	21.5	17.6	22.7	19.3	NA	20.5
Blacks	7.8	4.2	8.1	4.5	"	4.7
Hispanics	2.7	1.6	2.9	1.6	"	1.7
Asian-Americans	1.5	1.7	1.8	1.6	"	1.6

Employees—GS-8 and Below

Women	69.6	73.9	70.1	75.0	NA	75.1
Blacks	21.4	16.9	21.7	17.3	"	16.6
Hispanics	4.4	1.3	4.7	1.3	"	1.3
Asian-Americans	1.1	0.4	1.2	0.5	"	0.6

(NA=Not Available)

Note: Includes GS and members of SES/SIS

Source: Government figures from annual study of U.S. Office of Personnel Management as of 1 November of each year shown.

CIA figures from OP as of 30 September of each year shown.

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